

NAVY NEWS SERVICE 30 MAY 03

Navy designs New Counseling and Mentoring Tool For Sailors

From Navy Personnel Command Strategic Communications

MILLINGTON, Tenn. (NNS) – A new career management system designed to give the tools and information Sailors need for increased opportunity and professional development will be introduced to the fleet July 1, with full implementation Oct. 1.

The new Human Performance Feedback and Development System (HPFD) was designed and developed by the Navy Personnel Command in support of the Chief of Navy Operation's and Chief of Navy Personnel's Guidance for 2003, to revolutionize the way Sailors are mentored and grown professionally and personally in the 21st Century.

"We wanted to provide our people with the best – a world-class human resources management system that not only meets but exceeds the most sophisticated systems used currently by Fortune 500-level organizations," said Lt. Cmdr. Mark Bourne, Navy Personnel Command research psychologist.

Bourne said the new system was development through teamwork with the fleet, as well as exhaustive research of the best models in business and government.

"The HPFD system will continue to support the counseling demands of the current Fitness Report and Evaluation Program, while changing the means and expectations of counseling...", said Bourne.

Counseling will be used to encourage professional growth appropriate for their current position. The type of counseling given depends upon if the member is a supervisor or non-supervisor. It is not based on pay grade.

"The idea is to put counseling and mentoring into a Sailor's life in realistic, comprehensible terms." This allows for graduated growth, instead of overwhelming a Sailor with many areas in need of growth. The supervisor and Sailor can take it slowly," said Bourne.

The new system provides counseling based on the date a Sailor reports to a new command. Sessions are held at 30 days, 90 days, 120 days, and 270 days. The 120-day session is for the record. Documenting the session in the Sailor's record will provide continuity in their professional development, rather than developing a new plan every time the Sailor changes commands. All others are informal in nature and are not required to be documented, but can be. The documentation will be placed electronically in Navy Standard Integrated Personnel System.

"When the supervisor and Sailor hold each counseling session, they can draw up a plan to follow with reasonable expectations of the Sailor with specific goals to be met. Both will understand what the goals are and how success is to be measured," said Bourne.

"This close attention will have afforded both a full understanding of where the Sailor stands and what their supervisor's expectations of them are," said Bourne.

Continual assessment of Sailors allows for constant growth throughout the year. Since the counseling system is not linked to performance appraisal, a threat-free environment is established.

"The goal is to design a plan that provides the maximum opportunity for the Sailor to grow and be successful in the current job and career, while providing the Sailor with honest feedback in a non-punitive environment" explained Bourne.

Further information on HPFD will follow in the coming weeks. For questions or further details, contact the NPC Customer Service Center at 1-866-U-ASK-NPC or e-mail: csc@persnet.navy.mil.